

Schoolcraft Community Library

Executive Director / CEO

EIN 382948642

MI · NTEE B71Z

FY ending 2025-02-28

June 9, 2026

This analysis benchmarks the total compensation of **Pam Ballett, Executive Director / CEO** (\$55,494) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

Benchmarked executive: Pam Ballett — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

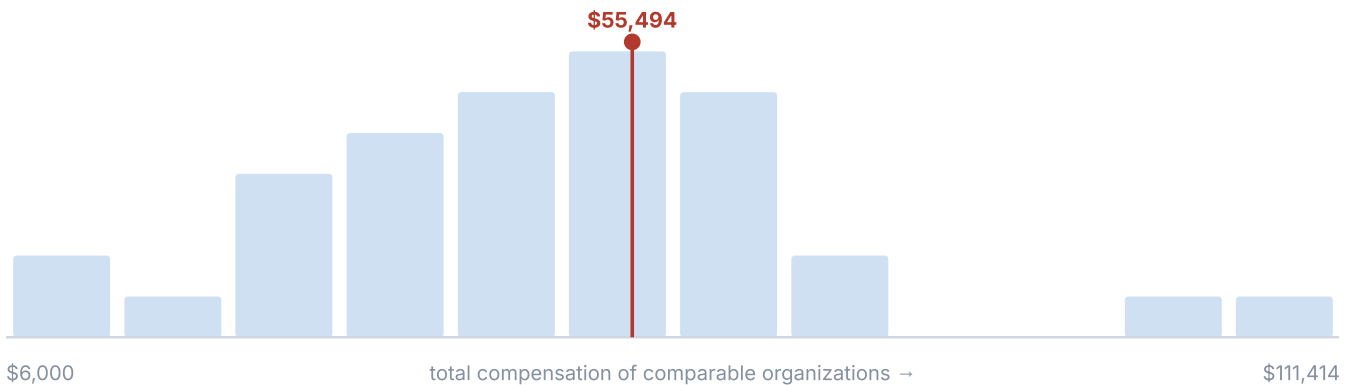
SECTOR Organizations sharing the subject's NTEE classification (B71Z).

BUDGET Total revenue between \$181,311 and \$405,921 — 0.67x to 1.50x the subject's \$270,614 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B71), nationwide + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,584	\$37,348	\$47,296	\$60,120	\$70,910	\$55,494
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● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to MI cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Scottdale Public Library	PA	\$269,598	Library Dire	\$59,292	\$60,537	2023
Oxford Memorial Library	NY	\$267,033	Director	\$23,721	\$20,767	2025
The Southworth Library Association	NY	\$275,155	Executive Director	\$56,178	\$51,975	2023
Webster Memorial Library	MI	\$275,359	President	\$6,000	\$6,000	2025
South Butler Community Library	PA	\$263,324	Library Director	\$45,500	\$45,123	2024
Minoa Free Library	NY	\$284,438	Director	\$42,079	\$38,930	2023
Southeast Library System	MN	\$253,075	Executive Director	\$33,420	\$31,994	2025
Paris Public Library Association	ME	\$296,529	Library Director	\$55,825	\$54,158	2025
Waldoboro Public Library	ME	\$298,475	Executive Director	\$42,238	\$43,303	2023
Clairton Public Library	PA	\$241,323	Executive Dir.	\$55,264	\$54,806	2024
Fort Plain Free Library	NY	\$240,174	Director	\$51,652	\$46,416	2024
Montour Falls Memorial Library	NY	\$233,751	Library Director	\$38,659	\$35,766	2023
Annie Lee Thompson Library Trust Fund	TX	\$223,606	Ceo	\$47,544	\$47,296	2024
The Detroit Public Library Friends	MI	\$221,854	Exec Director/board President	\$108,542	\$111,414	2024
Lakewood Memorial Library	NY	\$214,711	Library Dire	\$68,069	\$61,169	2024
Friends Of The Central Library Inc	NY	\$332,061	Executive Director	\$44,252	\$40,941	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Highland Falls Library	NY	\$332,422	Director	\$66,438	\$59,703	2024
Grove City Community Library	PA	\$207,191	Interim Dire	\$23,997	\$23,798	2024
Friends Of The Salt Lake City Public	UT	\$206,160	Sales Manager	\$55,129	\$54,665	2025
Dimmick Memorial Library	PA	\$204,697	Director	\$44,340	\$43,973	2024
The Greater Cincinnati Library Consortiu	OH	\$203,100	Executive Director	\$60,203	\$65,284	2023
Olive Free Library Association	NY	\$338,865	Director	\$61,741	\$55,483	2024
The Union Library Company Of Hatborough	PA	\$347,488	Library Directo	\$28,447	\$29,045	2023
Springdale Free Public Library Inc	PA	\$192,770	Director Administrator	\$57,165	\$56,691	2024
Belfast Free Library	ME	\$351,170	Executive Direc	\$8,635	\$8,598	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI cost of living and 2025 dollars. Click any organization to verify the figure on ProPublica.

● Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to MI cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

● Sample, role match & sensitivity

PEER COUNT 35 organizations. Compensation range \$6,000–\$111,414; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$270,614); for reference, expenses \$233,338 and assets \$392,916.

ROLE MATCH Pam Ballett, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board**

should confirm this is a comparable role.

RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	66 th
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	57 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● **Rebuttable presumption of reasonableness · 26 CFR 53.4958-6**

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Pam Ballett) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 35 similarly situated organizations (Same NTEE sector (B71), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,494 is reasonable (approximately the 66th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability

data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.